TO: Principal Amy Wohler, *Jordan Vocational High School*

FROM: Amanda Tuite

RE: New Teacher Mentoring Program

In Muscogee County School District, individuals within the first three years of their teaching career participate in a program in which an evaluator from the District visits this new teacher at least twice a year. After a period of observation, the evaluator and the teacher sit down to discuss how things are going. In principle, this is a fantastic idea that demonstrates to new teachers that they have support and someone that they can discuss their experiences with. In fact, research suggests that teachers who participate in an effective mentoring program are much more likely to exhibit job satisfaction and experience greater achievement by their students. Additionally, schools and districts will experience lower rates of attrition. I propose that Jordan Vocational High School implements a mentoring program that will provide more consistent feedback and support to new teachers from individuals within the school.

Ideally, administration at our school will identify a pool of experienced teachers who are willing to volunteer their time to serve as mentors to teachers who are within their first three years at Jordan. The capacity in which mentors will serve their teachers should be flexible and adaptive to teacher needs. For instance, mentors and new teachers can meet as a whole group monthly, or individually on a weekly basis to check in. In-class observations on the part of both the mentor and new teacher can be set up on an as-needs basis. The overarching theme to this program is that new teachers are feeling welcomed, supported, and heard in their new career.

Identifying and supporting new teachers is of the utmost importance. Almost fifty percent of teachers in Georgia within the first five years in the profession leave teaching. Rates are even higher in schools with high levels of poverty, such as Jordan. This turnover creates a destabilizing effect not only on staff, but the students as well. Districts ultimately end up spending millions of dollars recruiting and hiring new teachers, and students in high-needs schools end up with inexperienced teachers. The most effective way to combat this trend is to provide support specifically for our new teachers.

I look forward to discussing the creation of this program and its implementation in greater detail with you.

Sincerely,

Amanda Tuite